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## SENATE RESOLUTION

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REQUESTING THE UNIVERSITY OF HAWAI'I BOARD OF REGENTS TO REVIEW  
AND, AS NEEDED, CONFORM THE CLASSIFICATION OF ITS FACULTY  
TO ENSURE GREATER ALIGNMENT WITH THE MISSION AND PURPOSE OF  
THE UNIVERSITY AND INCORPORATE THE ASSOCIATION OF AMERICAN  
UNIVERSITIES' MEMBERSHIP INDICATORS INTO ITS STRATEGIC PLAN  
FOR THE UNIVERSITY OF HAWAI'I AT MĀNOA.

1 WHEREAS, the University of Hawai'i is established as the  
2 state university of Hawai'i by the Constitution and laws of the  
3 State of Hawai'i; and  
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5 WHEREAS, article X, section 6 of the Constitution of the  
6 State of Hawai'i, adopted by the public in 2000, specifically  
7 enables the Board of Regents to have exclusive jurisdiction over  
8 the internal structure, management, and operation of the  
9 university, which includes governance over academic and business  
10 matters of the university, subject to laws of statewide concern  
11 enacted by the Legislature; and  
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13 WHEREAS, section 304A-102, Hawai'i Revised Statutes, states  
14 that the purposes of the University of Hawai'i are to give  
15 thorough instruction and conduct research in, and disseminate  
16 knowledge of, agriculture, mechanic arts, mathematical,  
17 physical, natural, economic, political, social sciences,  
18 languages, literature, history, philosophy, and such other  
19 branches of advanced learning as the Board of Regents may  
20 prescribe and that the federal government requires; and  
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22 WHEREAS, section 304A-1002, Hawai'i Revised Statutes,  
23 requires the Board of Regents to classify all members of the  
24 faculty of the university, including research workers, extension  
25 agents, and all personnel engaged in instructional work, and  
26 adopt a classification schedule; and  
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28 WHEREAS, the Board of Regents, in Regents Policy 9.202, has  
29 identified several classifications for faculty, including "I"



1 for instruction, "R" for research, "S" for specialist, and  
2 permitted other classifications for librarians, graduate  
3 teaching assistants, lecturers, visiting and other faculty and  
4 non-compensated faculty; and  
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6 WHEREAS, the President of the University of Hawai'i has  
7 implemented the Board of Regents' classification scheme through  
8 Executive Policy 5.211 and attachments; and  
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10 WHEREAS, the University of Hawai'i administration consults  
11 and works closely with the University of Hawai'i Professional  
12 Assembly, the exclusive bargaining agent for all university  
13 faculty members; and  
14

15 WHEREAS, the instructional faculty of the University of  
16 Hawai'i has duties and responsibilities that encompass a number  
17 of professional activities in addition to teaching; and  
18

19 WHEREAS, the nature and scope of these additional duties  
20 depend on the particular mission of the unit and program and the  
21 relationship of that mission to the faculty member's  
22 professional qualifications; and  
23

24 WHEREAS, although the University of Hawai'i is a research  
25 institution, in accordance with Regent Policy 9.214, instruction  
26 is the University of Hawai'i's highest priority, and teaching  
27 remains the most important duty of its faculty; and  
28

29 WHEREAS, the Board of Regents Policy 9.214 (Teaching  
30 Assignments for Instructional Faculty) sets standards for the  
31 assignment of the instructional component of faculty  
32 responsibilities, including standard teaching assignments for  
33 full-time instructional faculty; and  
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35 WHEREAS, teaching equivalents should be standardized across  
36 the entire University of Hawai'i System to prevent discrepancies  
37 and inconsistencies amongst its departments and campuses; and  
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39 WHEREAS, the Board of Regents should ensure that the  
40 university's policies and procedures and the administrative



1 infrastructure, including the classification system for its  
2 faculty, align and support its fundamental mission; and  
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4 WHEREAS, given the rapidly evolving environment of higher  
5 education nationally and internationally, it is essential that  
6 the Board of Regents and President of the University of Hawai'i,  
7 in consultation with its faculty, periodically review the  
8 faculty classification schedule and, as necessary, revise and  
9 update the classification and several implementing documents to  
10 ensure that the university sustains its research and scholarship  
11 excellence, remains competitive with its peer institutions, and  
12 provides quality higher educational instruction; and  
13

14 WHEREAS, the University of Hawai'i at Mānoa, the flagship  
15 campus of the only public university in the State, serves a  
16 diverse community of students and public and private  
17 stakeholders, provides a world-class education, and performs  
18 scholarly work and service in areas of critical importance to  
19 Hawai'i, the United States, and the entire Asia Pacific region;  
20 and  
21

22 WHEREAS, the University of Hawai'i at Mānoa is a major  
23 research university, one of one hundred fifteen universities in  
24 the United States categorized as "Highest Research  
25 Universities", often referred to as Research 1 or R1  
26 universities; and  
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28 WHEREAS, the Association of American Universities (AAU) is  
29 an association of leading comprehensive research universities  
30 distinguished by the breadth and quality of their research  
31 programs and graduate education; and  
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33 WHEREAS, federal agencies rely on universities to perform  
34 critical research in the national interest, and AAU universities  
35 perform the majority of that research; and  
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37 WHEREAS, \$23,300,000,000 in federally funded basic  
38 research, or sixty percent of the total amount funded, is  
39 performed by faculty at AAU universities; and  
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41 WHEREAS, agencies such as the United States Department of  
42 Health and Human Services, National Science Foundation, and



1 United States Department of Defense alone funded \$19,200,000,000  
2 in university research; and  
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4 WHEREAS, in its evaluation of institutions, the AAU is  
5 guided by a set of Membership Principles and Membership  
6 Indicators comprised of quantitative measures assessing the  
7 breadth and quality of university research programs and graduate  
8 educations; and  
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10 WHEREAS, those quantitative measures include:  
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- 12 (1) Competitively funded federal research support;  
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- 14 (2) Membership in the national academies;  
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- 16 (3) Distinction of faculty such as awards, fellowships,  
17 and memberships;  
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- 19 (4) Volume, quantity, and quality of published academic  
20 research materials;  
21
- 22 (5) United States Department of Agriculture, state, and  
23 industrial research funding;  
24
- 25 (6) Number of research scholarship Doctor of Philosophy  
26 degrees granted annually, using United States  
27 Department of Education Integrated Postsecondary  
28 Education Data System data; and  
29
- 30 (7) Number of postdoctoral appointees; and  
31

32 WHEREAS, these Membership Indicators will provide general  
33 goals and metrics that would place the University of Hawai'i at  
34 Mānoa amongst the highest ranked universities in the nation;  
35 now, therefore,  
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37 BE IT RESOLVED by the Senate of the Thirtieth Legislature  
38 of the State of Hawaii, Regular Session of 2019, that the  
39 University of Hawai'i Board of Regents is requested to review  
40 and, as needed, conform the classification of its faculty to  
41 ensure greater alignment with the mission and purpose of the  
42 university and incorporate the Association of American



1 Universities' Membership Indicators into its strategic plan for  
2 the University of Hawai'i at Mānoa; and  
3

4 BE IT FURTHER RESOLVED that the Board of Regents' review is  
5 requested to include a comparison of other comparable or like  
6 universities to determine what revisions, if any, to Board of  
7 Regents' policies are necessary to maintain the University of  
8 Hawai'i as a contemporary institution for academic instruction,  
9 research, strong undergraduate programs, and service, as well as  
10 institute oversight to ensure that students receive the benefit  
11 of tenured instructors; and  
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13 BE IT FURTHER RESOLVED that the Board of Regents is  
14 requested to further review teaching equivalents, pursuant to  
15 Regent Policy 9.214, to determine what is proper, reasonable,  
16 and fair and that such equivalents are consistent with and in  
17 furtherance of the mission of the university unit and program;  
18 and  
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20 BE IT FURTHER RESOLVED that the Board of Regents is  
21 requested to review the teaching equivalents every three years  
22 and submit a report of its findings to the Legislature prior to  
23 the subsequent Regular Session; and  
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25 BE IT FURTHER RESOLVED that the faculty of the University  
26 of Hawai'i, through the University of Hawai'i Professional  
27 Assembly, its exclusive bargaining agent, be consulted during  
28 this review and examination; and  
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30 BE IT FURTHER RESOLVED that the President of the University  
31 of Hawai'i and other university executives engage with the Board  
32 of Regents' review; and  
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34 BE IT FURTHER RESOLVED that the University of Hawai'i at  
35 Mānoa is urged to incorporate the AAU Membership Phase I and II  
36 indicators as part of its 2015-25 University of Hawai'i at Mānoa  
37 Strategic Plan, as appropriate, as a means to establish goals  
38 and metrics for the university's continued pursuit to be amongst  
39 the most prestigious research institutions in the nation; and  
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1 BE IT FURTHER RESOLVED that the University of Hawai'i is  
2 requested to submit a report of its review to the Legislature no  
3 later than twenty days prior to the convening of the Regular  
4 Session of 2020, and a follow-up report on the implementation of  
5 any necessary changes identified in its review no later than  
6 twenty days prior to the convening of the Regular Session of  
7 2021; and  
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9 BE IT FURTHER RESOLVED that certified copies of this  
10 Resolution be transmitted to the Governor, President of the  
11 University of Hawai'i System, Chair of the Board of Regents of  
12 the University of Hawai'i, and Executive Director of the  
13 University of Hawai'i Professional Assembly.

